

## **REPRO INDIA LIMITED**

### **ANTI-SLAVERY AND HUMAN TRAFFICKING POLICY**

Repro India Limited is (Repro) committed to maintaining and improving practices to combat slavery and human trafficking. Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. Repro have a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

Repro is committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Slavery Act. We expect the same high standards from all of our suppliers and other business partners, and as part of our contracting processes, we include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children, and we expect that our suppliers will hold their own suppliers to the same high standards.

#### **Responsibility for the Policy**

Management has overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it. Human Resources (HR) Head has primary and day-to-day responsibility for implementing this policy, monitoring its use and effectiveness, dealing with any queries about it, and auditing internal control systems and procedures to ensure they are effective in countering modern slavery.

Management at all levels are responsible for ensuring those reporting to them understand and comply with this policy and are given adequate and regular training on it and the issue of modern slavery in supply chains.

#### **Compliance with the Policy**

The prevention, detection and reporting of modern slavery in any part of our business or supply chains is the responsibility of all those working for us or under our control. You are required to avoid any activity that might lead to, or suggest, a breach of this policy.

You must notify your HR partner as soon as possible if you believe or suspect that a conflict with this policy has occurred or may occur in the future.

If you believe or suspect a breach of this policy has occurred or that it may occur you must speak to your Line Manager, HR Partner or if you feel more appropriate, you could in confidence approach the Whistle Blowing Officer in writing.

If you are unsure about whether a particular act, the treatment of workers more generally, or their working conditions within any tier of our supply chains constitutes any of the various forms of modern slavery, raise it with your line manager or HR Head.

Repro aims to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. We are committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of our own business or in any of our supply chains. Detrimental treatment includes dismissal, disciplinary action, threats or other unfavorable treatment connected with raising a concern. If you believe that you have suffered any such treatment, you should inform your HR partner immediately.

### **Communication and Awareness of the Policy**

Training on this policy and on the risk our business faces from modern slavery in its supply chains, regular training will be provided as necessary.

Our zero-tolerance approach to modern slavery must be communicated to all suppliers, contractors and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.

### **Policy Authority**

All authority and rights associated with review, defining, modifying, deleting, adding, changing, and introducing any and all clauses and conditions under the Anti-Slavery and Human Trafficking Policy shall exclusively remain with the Management Committee.

### **Policy Applicability**

This Anti-Slavery and Human Trafficking Policy applies to all individuals worldwide working for all affiliates and subsidiaries of Repro India Limited at all levels and grades, including directors, senior executives, officers, employees (whether permanent, fixed-term or temporary), consultants, Contractors, trainees, seconded staff, casual workers, volunteers, interns, agents, or any other person associated with Repro India Limited. In this Policy, "Third Party (ies)" means any individual or organization, who / which come into contact with Repro India Limited or transact with Repro India Limited and also includes actual and potential clients, suppliers, business contacts, consultants, intermediaries, representatives, subcontractors, agents, advisers, joint ventures and government & public bodies (including their advisers, representatives and officials, politicians and political parties).

## **Policy Exceptions**

No exception at any level of the organization, including '**Stratcom**' levels and Department Heads shall be permitted as far as Anti Slavery and Human Trafficking Policy of Repro India Limited is concerned. Management Committee reserves the right to announce an appropriate relaxation in any of the specific items listed under the policy, including with retrospective effect.

## **Breach of the Policy**

Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct. We may terminate our relationship with other individuals and organisations working on our behalf if they breach this policy.

**Further information** - The Company will review policies and procedures periodically to reflect changes in legislation, good practice etc.

REPRO INDIA LIMITED